

Early Childhood Teachers Exploring Leadership



The need

The Teaching Council of Aotearoa New Zealand was concerned that many leaders in early childhood education centres receive little leadership development training, and there are few opportunities for ECE teachers to develop leadership skills. They resolved to trial a leadership program but were aware that they had limited data on what the priority development needs were in the early childhood education sector. BTS Spark proposed a methodology that could address these twin gaps – launching a pilot program that could upskill participants, gather data on their development needs and flex to meet these needs.

Our solution

BTS Spark initially offered a one-day workshop to over 100 ECE teachers, helping them to explore leading others. Workshops were offered on Saturday and Sunday to minimise disruption to the ECE centres. On the workshop day, participants engaged in a Personal Leadership Review to reflect on their leadership strengths and development needs. BTS Spark experts then analysed aggregated data to reveal the top 5 development needs were Coaching others, Confidence, Feedback, Leading in Uncertainty and Authenticity. Workshop participants were subsequently offered webinars focused on two priority needs – giving feedback and personal confidence.

Impact

96%

Of participants completing end-of-program survey reported gaining valuable insights into their leadership



“I found this course was very affirming for me. It enabled me to tackle difficult conversations with confidence.”

9.3/10

Rating by participants of facilitators' knowledge, support and effectiveness